



EMPLOYMENT OPPORTUNITY

WEATHERIZATION CREW TECHNICIAN

(At Will Incentive / Full-Time Position)

THE SALARY: Compensation based on Incentive Pay Plan

THE BENEFITS: Group medical and dental insurance coverage paid for employee and those benefits required by law.

THE POSITION: Community Action Partnership (CAP) of San Bernardino County is seeking two (2) qualified and highly motivated individuals to perform a variety of duties / tasks for its Weatherization Services Program. An eligibility list will be established to fill future position vacancies.

EXAMPLES OF DUTIES: Under supervision, the incumbents will perform such duties as: conduct combustion appliance safety checks and blower door tests; install vents and insulate attics, weatherstrip / caulk, repair or replace doors and windows; install glass, water heater blankets and storm windows; perform other minor home repairs incidental to weatherization; properly complete and maintain all client forms and files on a per-home basis; utilize and maintain proper inventory control procedures; perform weatherization activities in accordance with applicable federal / state regulations and utility contracts to ensure consistent quality of work production; ensure the proper use and maintenance of assigned program vehicles, tools and equipment; attend required work related training sessions as directed; perform other related duties as required.

MINIMUM QUALIFICATIONS: **Education / Experience:** Applicants must have education equivalent to graduation from high school, able to read, write and speak English at a level appropriate to the position. In addition they must have six (6) months paid work experience which included verifiable public contact, and six (6) months of hands on experience performing weatherization and / or housing rehabilitation duties. **Knowledge / Abilities:** **Good knowledge of:** Safety practices regarding the proper use of power / hand tools / equipment utilized to perform home weatherization / rehabilitation services; inventory control procedures; effective human relation / communication techniques; needs, problems, concerns of low-income persons. **Ability to:** Consistently lift / move materials weighing up to 85 pounds; comply with established safety rules, regulations and practices; accurately perform routine mathematical computations; read a map; follow oral and written directions; complete client related forms, files and documents in a thorough / timely manner; safely operate program vehicles in accordance with California Vehicle Code; be available to stay overnight on out-of-town assignments, work on weekends and overtime when requested in advance; deal with the public in situations requiring tact, poise and diplomacy; climb ladders, crawl into attics to insulate which are sometimes very close and confining spaces; stand, bend and kneel for extended period throughout the work day; perform duties independently and work under short deadlines.

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DESIRABLE QUALIFICATION: Certificate in Basic Weatherization from either the Pacific Gas and Electric or Southern California Gas Weatherization Training School.

LICENSE: Must possess a valid California Driver License, be insurable, have a good driving record and maintain dependable personal transportation throughout the course of employment.

SPECIAL REQUIREMENT: Applicants must attach a copy of their Department of Motor Vehicles (DMV) Driving Report with completed application. Failure to do so will result in disqualification of application.

EXAMINATION: The examination will consist of a competitive review and evaluation of the employment application and attachments for specified minimum qualifications. Those applicants passing the competitive evaluation of qualifications will be scheduled for an evaluation of training, experience, knowledge, skills and abilities based upon a structured oral examination covering the following items: 1. Weatherization / energy conservation techniques, 2. Safety practices and procedures, 3. Communication (oral and written), 4. Problems, needs and concerns of low-income persons, 5. Routine mathematical computations and measurements. Applicants may be required to perform writing and mathematical computations and should bring their glasses, if applicable.

SELECTION PROCESS: Following an administrative review of each application, only the most qualified applicants will be invited to an oral interview and / or testing. The successful candidate will be offered conditional employment contingent upon the applicant passing a background investigation (including verification of criminal records, education, employment and social security) and a medical examination which will include urine drug testing and TB screening, and submit original documentation to establish both work authorization and identity (per the Immigration Reform and Control Act of 1986). An offer of conditional employment will be withdrawn upon failure to pass the background investigation or the physical examination. As a condition of employment, the selected candidate must be able to participate in the agency's payroll direct deposit program.

APPLICATION: Submit a completed application form to the CAP Human Resources Division, 686 East Mill Street, San Bernardino, CA 92415-0610. If you change your address or phone number after filing an application, please notify CAP Human Resources Division immediately. Resumes will **not** be accepted as a substitute for completion of the work history portion of the application. The information you provide will be used to verify and evaluate your qualifications. Failure to complete the application and / or provide information on it that clearly demonstrates possession of the position requirements will result in elimination from the examination process.

CAP is an EQUAL OPPORTUNITY / ADA COMPLIANT EMPLOYER. For further information regarding this position, contact the Human Resources Division at (909) 891-3880.

CLOSING DATE: Applications are received continuously until a suitable applicant pool is identified or the position is filled, then the recruitment will be closed.

PUBLICATION DATE: 11/21/03

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11/21/03

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Community Action Partnership (CAP) of San Bernardino County

Employment Information

Employment Procedures

When CAP has job openings, announcements are displayed in program / division offices and sent to various employment and community organizations. Advertisements are also placed in the San Bernardino Sun newspaper and the agency's website. **Applications are accepted only for open employment positions.** Persons desiring to compete for an open position must file an application. It is to the advantage of the applicant to ensure that each question on the application is completed fully. Resumes may be attached; however, **all education, experience, and background related to the position applied for must be written on the application** rather than simply stating "see resume."

Each application undergoes an analysis of education, experience, and related background. CAP reserves the right to rate applicants based on a review of the application materials and to invite the most qualified applicants to participate in successive parts of the selection process. CAP conducts interviews with the finalists, and the appointing authority makes the final selection. The provisions of this bulletin do not constitute an expressed or implied contract. Any provision contained in this bulletin may be modified or revoked without notice.

For current employment openings and information and benefits, call the CAP Human Resources Division at (909) 891-3880, 8:00-5:00 p.m., Monday to Friday excluding holidays, or go to the agency's web address: www.sbcounty.gov/csd.

Pay and Benefits

A salary range, designed to keep CAP very competitive, exists for each position. Appointments are made within the hiring range (with most employees starting at the beginning of the range) and include a six-month or nine-month evaluative period. Excellent benefits for eligible employees are available which includes, group medical, dental, life insurance coverage and voluntary participation in the retirement program; liberal paid vacation plan; 12 days cumulative paid sick leave per year; 14 paid holidays per year; eligible employees in position budgeted less than eighty (80) hours per pay period will accrue vacation and sick time on a pro-rata basis; merit advancement.

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